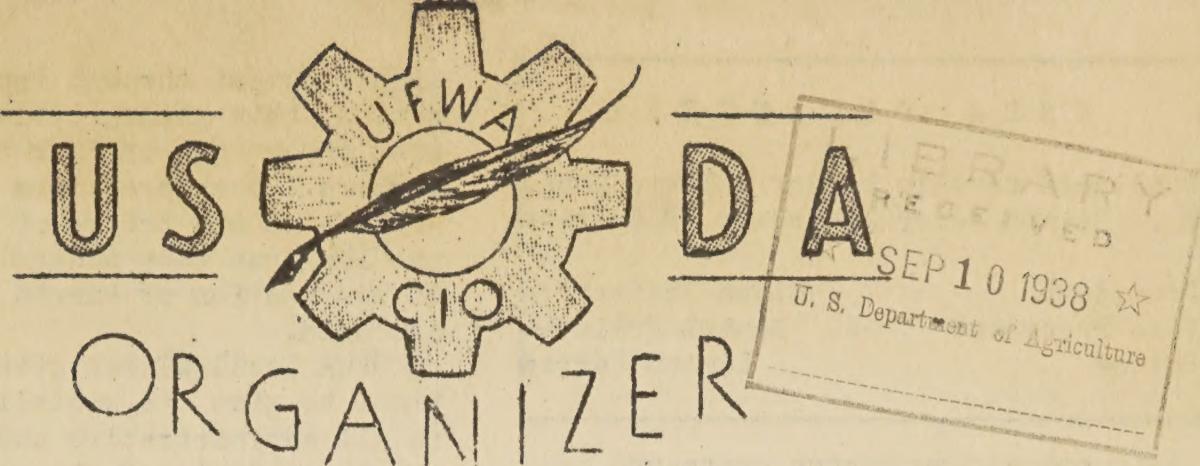


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Vol. 3. No. 6.

AGRICULTURE LOCAL #2, UFWA

September 1938.

## WHAT THE EXECUTIVE ORDERS DO

### II. ESTABLISH A CAREER SERVICE

Last month the primary objective of the Executive Orders of June 24---extension of Civil Service---was discussed. The second most important effect of these orders is the establishment of the basis for a career system. The Civil Service Commission is charged with the initiation and enforcement of a system of recruitment, examination, certification, promotion from grade to grade, transfer, and reinstatement which shall "as far as practicable, be competitive; with due regard" for experience.

Greater care will be taken in selecting employees, especially for positions in which "education, training, or experience is prerequisite." Only those applicants who receive the highest "preliminary competitive rating" may be requested to present themselves for personal interview and further examination.

Once selected, more thoughtful provision is made for promotion. A promotion register may be set up by competitive examination which shall give due weight to service rating and preference to employees already serving in the bureau or department where vacancies occur. The basic principles of this provision are being carried to their logical conclusion in the promotion policy which the Inter-Union Council is recommending to the Department. This policy, which is the result of careful study by representatives of the three unions in the Department of Agriculture, includes the following points:

1. Vacancies shall be filled by a concentric circle arrangement: first seeking a qualified person from the unit, then from the bureau, and then from the department, before seeking such a person from the outside.

2. The minimum requirements for competent fulfillment of duties as determined by the Civil Service Commission shall be the basis for selection of a person to fill a vacancy.

3. Employees on reemployment registers shall be considered on a par with other employees.

4. A non-competitive examination shall be given, whenever feasible, when a successful applicant is without status or requisite rating.

Through the establishment of such promotions policy as that outlined above, a great advance will be made toward the establishment of a "Career Service" in the Department of Agriculture.

PERRY R. TAYLOR, Administrator,  
Group Health Association,

will speak on

"THE OBJECTIVES OF GROUP HEALTH"

at the regular meeting of  
Agriculture Local No.2, UFWA,  
Tues., Sept. 13 - 8 PM  
532 - 17th St., N.W.

(NOTE: Watch subsequent issues of the USDA ORGANIZER for the following:  
III. Consider Employee Grievances; and IV. Improve Personnel Administration.)

U S D A   O R G A N I Z E R

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President Simon Rottenberg  
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Editor Edmond Harris

## EFFICIENCY VERSUS SPEED-UP

Labor unions in almost every field of industry have at times had to face the problem of "Speed-up" methods practised by employers or supervisors. Their vigorous opposition to such practices has at times been misunderstood and has led some critics to maintain that unions stand in the way of improved methods, that they are opposed to increased Efficiency.

The confusion in regard to this point can usually be traced to a failure to distinguish clearly between methods of supervision which are "Speed-up" in character and those which truly promote Efficiency.

The working Efficiency of an employee on his job is the amount of work performed for a given amount of effort expended. In this sense, every worker is interested in improving his Efficiency. Not only is his satisfaction increased by a greater sense of accomplishment, but his work is less tiring because it is performed with less effort.

What then is "Speed-up"? How does it differ from "Efficiency"? The difference can be shown by an illustration of "Speed-up" practice. A supervisor in the Department recently adopted a practice of requiring each person under his supervision to submit records of his production in order to compare workers' day-to-day output and to compel them to compete among themselves for favorable records.

Such a practice is "Speed-up" in its purpose. Instead of promoting Efficiency, such a practice seriously lowers the real Efficiency of the employees. While the volume of production may increase, this increase will be accomplished by over-work. Instead of offering positive encouragement to

higher output through improved organization, this unimaginative supervisor uses the weapon of fear to drive on his workers. Such practices lead to petty jealousies and tricks of evasion. In the long run they undermine the morale of the section or bureau where they are used.

UFWA Local #2 has given and will continue to give its unqualified support to all administrative and supervisory practices designed to advance Efficiency in the Department. It will always seek to protect employees by exposing "Speed-up" methods adopted by supervisors in the name of Efficiency.

#### ON THE LABOR FRONT

Adequate expression of labor's point of view on current questions can be had only through a virile labor press, owing no allegiance to advertising subsidizers.

Such is the weekly CIO NEWS (subscriptions, \$1 a year; 1106 Conn. Ave.) now in its 37th issue. The paper already has several hundred thousand subscribers. Reporting on the ~~state~~ of the labor movement, the NEWS notes in its latest issue:

...End of open shop in ship-building industry with NLRB order to Newport News Shipbuilding & Drydock Co., directing it to cease unfair labor practices:

...American Communications Association campaign to block salary reduction by Western Union and Postal Telegraph;

...Chartering by United Automobile  
Workers of a local in Ford Michigan  
plants:

...Strike of 300 Negro tobacco laborers, employees of a subsidiary of Brown & Williamson, manufacturers of Kool, Wings, and Raleigh cigarettes, for a minimum wage of 25¢ an hour.

...Renewal of contract between Real Silk Hosiery Mills and American Federation of Hosiery Workers:

...Vote of employees of Detroit plant of Aluminum Company of America, 31 to 1, in favor of Aluminum Workers of America:

... Signing of agreement between  
United Cannery, Agricultural, Packing  
& Allied Workers, and Kings Farms, Inc.,  
Bucks County, Pa.

## WORK OF THE ADJUSTMENT COMMITTEE

Despite summer heat, our Adjustment Committee continues to work quietly and effectively to improve working conditions in the Department. Among the Committee's recent activities have been the following:

A number of furloughed AAA employees came to the Adjustment Committee with requests for help in finding other positions. These cases were taken up with Mr. J. Jones, AAA personnel officer. Through his offices several of these persons have already secured reinstatement. The Committee expects the others to get jobs as soon as suitable vacancies occur.

The Committee has discovered that in spite of the repeal of Section 213 for the Government service, the basis for discrimination against married persons still exists for the Department of Agriculture in a 1935 memorandum issued by Dr. W. W. Stockberger prohibiting the employment of anyone already having one member of his family working for the Department. Upon the discovery of this memorandum, the Union dispatched a letter to Mr. Hendrickson asking for its revocation in line with the repeal of Section 213.

An employee who had been ill and had used up all of her sick leave recently filed a complaint with the Adjustment Committee because her supervisor refused to grant annual leave for a recent illness and instead recommended that she be granted leave without pay. The Committee took up the case and secured a decision, reversing this arbitrary recommendation of the supervisor.

The Adjustment Committee is at present studying two problems of importance to Department employees. One is that of ascertaining a basis for a sensible agreement for closing offices which have no aircooling facilities on extremely hot days. The other relates to the problem of minimum wages for workers in the Department, the idea being to eliminate wage scales below decent living standards within the Department as the recent Wges and Hours Bill is to do outside.

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JOIN THE UFWA TODAY!

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## FARM SECURITY PLEA

A plea that Farm Security Administration employees be brought under Civil Service was made at the August 23rd meeting of Agriculture Local No. 2, UFWA.

A resolution favoring such action was passed, and copies were sent to the Farm Security Administration, the Works Progress Administration, the Civil Service Commission, and the national headquarters of the United Federal Workers of America.

A reply has been received from the Civil Service Commission saying that further legislation by Congress will be necessary to accomplish this purpose.

The UFWA is preparing a bill to be introduced at the next session of Congress to bring employees of such agencies as the Farm Security Administration under the Civil Service.

## GROUP HEALTH DRIVE

The Group Health Association is conducting an intensive drive for contributions toward the construction of its own hospital. The success of the Association's work in the District of Columbia will be assured when hospital facilities become available for the use of its own physicians. Contributions to this worthwhile campaign may be sent to Group Health Association, Inc., 1427 Eye Street, N. W.

## ARE YOU COMING TO THE BEACH PARTY?

WHEN: Sunday, September 11.

WHERE: 2513 Keymar Rd., Woodland Bch. Md.

HOW MUCH: Fifty cents.

WHAT TO BRING: Your swimming suit and your lunch.

Get your reservations in advance from John Schricker, Room 3630 South Bldg. If you want a ride or have a ride to offer, meet outside the National Office, 532-17th St., N. W., at 10:30 A.M.

## IUC-UFW OUTING

Industrial Union Council  
and United Federal Workers  
are PICNICKING on Monday, September 5,  
in Rock Creek Park (16th & Kennedy Sts.)  
GAMES           REFRESHMENTS           PRIZES  
2 P.M.                                   35¢

UFWA PERSONALITIES

I. Archie Edwards

Archie Edwards, for 16 years an employee of the Bureau of Agricultural Economics, left the Department on August 1 to take charge of the newly formed Statistical Division of the Civil Service Commission. Outstanding leader in employee activities, he will be remembered by the Department for his pioneer work in the Musical and Theatrical Guild and as the originator of the ARA. He also was instrumental in introducing courses on personnel administration and other appropriate subjects into the Graduate School.

Archie's union career began at the age of 16, when he did manual work during school vacations. This career continued when he entered the Federal service, where he eventually became head of the National Federation of Federal Employees. When the UFWA was organized, Archie joined because he saw this organization as the means for continuing and broadening his activities in behalf of other Government workers.

We in Local No. 2, UFWA, regret losing Archie Edwards. We know that he will continue his good work while with the Civil Service Commission, and our best wishes for his personal happiness go with him.

We are glad to learn that Clara Bogorad, one of our active members, is recuperating from an appendectomy and will be back with us again very soon.

The busy little chairman of the Education Committee, Ruth Riley, found time to be married a few weeks ago. Lots of happiness, Ruth!

AUGUST 23 MEETING OF LOCAL 2

...A donation of \$6.75 was made by those present for benefit of Negro tobacco workers who have been striking against Brown & Williamson Tobacco Co. for 25¢ an hour minimum wage. Latest reports are that this strike has been won.

...Cecelia Schricker resigned as delegate to Industrial Union Council in order to devote more time to her work as representative to Group Health Association. Charles Bernard was elected to take her place on the Council.

...A report on police brutality in the District was followed by passing of a resolution condemning irresponsible actions by police officers. A representative of the Nat'l. Negro Congress read resolutions passed by that organization with reference to recent attacks by police on innocent negroes. These resolutions were endorsed by Local 2.

Brother Schricker's recent lawn party musicals netted twenty-one dollars for the Spanish Food Ship which sails this month.

For the same worthy cause, Mary Sherr is giving a card party this Saturday, September 3, 8 P.M., at her home, 2107 S Street, N.W.

COCKTAIL PARTY

3020 Tilden Street, N.W. Apt. 303  
Sunday September 18, at 5 o'clock  
50 cents

Goniana Edwards has just completed her thesis for a master's degree at George Washington University, the title of which is "Organized Federal Workers: A Study of Three Representative Unions". This study was recently reviewed by Alfred Friendly in The News.

JOIN LOCAL #2 TODAY!

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

BUILDING

ROOM NO.

EXTENSION

HOME PHONE

Fill out this blank and return by chain envelope to John A. Schricker, Room 3630, South Building, Department of Agriculture.